

RESOLUTION NO. 3486

A RESOLUTION PROVIDING FOR THE IMPLEMENTATION
OF CERTAIN CONDITIONS OF APPRENTICE PROGRAMS
IN THE UTILITIES DEPARTMENT.

RESOLVED, that certain conditions pertaining to apprentice programs in the Utilities Department as set forth in the document entitled "**Rules** for Apprentice Programs," a copy of which is annexed hereto and made a part hereof as if set forth in full herein, is hereby approved and adopted by the City Council of the City of Lodi.

Dated: **March 3, 1971**

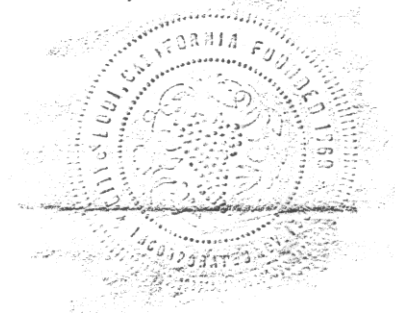
I hereby certify that Resolution No. 3486 **was** passed and adopted by the City Council of the City of Lodi in regular meeting held March 3, 1971 by the following vote:

Ayes: Councilmen - Ehrhardt, Hughes, Katnich,
Kirsten and Schaffer

Noes: Councilmen - None

Absent: Councilmen - None

Bessie L. Bennett
Bessie L. Bennett
City Clerk



RULES FOR APPRENTICE PROGRAMS

The City of Lodi, desirous of establishing apprenticeship programs in the Utilities Department, does hereby adopt the following rules for the implementation of said programs in cooperation with the recognized majority representative of employees in this department, the International Brotherhood of Electrical Workers, AFL-CIO, Local 1245.

Section 1. Salary Schedule

The salary range for apprentice classes consists of four steps of 5% increments. These steps are identified as Step B, Step C, Step D, and Step E. There is no Step A. The salary range for the class of Lineman consists of three steps of 5% increments. These steps are identified as Step C, Step D, and Step E. There are no Step A or Step B.

The salary progression for apprentices whose performance in the program is satisfactory is:

Start	Step B
At the satisfactory completion of 6 months	Step C
At the satisfactory completion of 18 months	Step D
At the satisfactory completion of 24 months	Step E
At the satisfactory completion of 30 months	Step C (Lineman range)
At the satisfactory completion of 36 months	Step D (Lineman range)
At the satisfactory completion of 42 months	Step E (Lineman range)

Section 2. Disposition of Apprentices Who Fail

Any apprentice who fails to satisfactorily progress through the apprentice program **as** prescribed will be subject to one of two courses of action.

- a. If the apprentice was promoted into the apprentice program from another class in the City service, he will be given the opportunity of returning to his former class at a rate of pay in that class that reflects his length of service with the City.
- b. If the apprentice has been appointed to the program from outside the City service, he shall have no job rights to any other City position. He may be demoted to a lower class for which he meets the requirements if such action would be in the best interests of the City. The ultimate determination of such cases rests with the City.

Section 3. Joint Apprenticeship and Training Committee

The Joint Apprenticeship and Training Committee shall be composed of two members appointed by the City of Lodi and two members appointed by the I.B.E.W. The committee shall prepare, review and revise training standards as necessary. The committee will also review the progress **of** apprentices and make recommendations concerning **his** progression. The committee shall review cases of apprentices failing the program and make recommendations to the City Manager.

Section 4. Absences from Program

Extended absences by an apprentice as a result of illness or injury shall result in his case being presented to the Joint Apprenticeship and Training Committee for recommendation of that body. In the event of a significant continuous absence or periodic absences, an apprentice may be held in that stage of his training until the required time has been completed.

Section 5. Status of Incumbent Apprentices

Salary adjustments for incumbent apprentices will be made to reflect the progression of said apprentices through ~~the~~ City's current apprentice program. Such adjustments shall place each apprentice in the proper salary step assigned to the new program.

Section 6. Adoption

These rules for the ~~implementation~~ of apprenticeship programs in the City of Lodi Utilities Department were adopted by Resolution No. 3486 of the City Council of the City of Lodi at its regular meeting of March 3, 1971, and the effective date of said rules shall be March 1, 1971.